



Invite you to the **MADISON LABOR LAW CLINIC!**

- March 23, 2011 (Wednesday)
- 8:00 a.m. - 3:30 p.m.
- American Family Insurance Hdqtrs.
- Madison, WI

Agenda	8:00 a.m. - Sign-in 8:30 a.m. - KICKOFF 8:45 a.m. - "Defining Misconduct Under Wisconsin's UI Law" <i>Laura Parker</i> 10:00 a.m. - Break 10:15 a.m. - "You Be the UI Judge" <i>Ann Molitor</i> 11:45 a.m. - Lunch 12:30 p.m. - "Understanding the Principles of Worker's Compensation Law" <i>James O'Malley</i> 1:45 p.m. - Break 2:00 p.m. - "Workplace Harassment" <i>Marlene Duffield</i> 3:15 p.m. - Wrap-up, adjournment
Time	Sign-in begins at 8:00 a.m. Program begins at 8:30 a.m. Lunch is at 11:45 a.m.
Cost	\$77 Substitutions allowed. PRICE INCLUDES: Juice, coffee, and rolls upon arrival, refreshments at breaks, and lunch; handouts for all presentations on the agenda.
Site	American Family Insurance National Headquarters, Auditorium Training Center, Building A , 6000 American Parkway, Madison, WI 53783, WI (608) 242-4100, ext. 30091
Registration	Complete and return the form that appears below. Seating is limited, early advance registration is recommended. No discounts allowed for multiple reservations, missed meals, etc. Note: Last day for refunds or cancelations is March 10, 2011. Registrations not canceled by this date shall be subject to full payment of the registration fee. Call (608) 242-4880 if you wish to confirm your registration was received or to cancel. Please keep all of the above information for future reference and return only the reservation form below.

PLEASE RESERVE _____ **SEATS** at the Madison Labor Law Clinic at \$77 each for a total of _____
Make checks payable to: **Employment and Training Association (EATA)**. To receive registration confirmations please provide email address.

Name(s) 1. _____ 3. _____
2. _____ 4. _____
Email(s) 1. _____ 2. _____
3. _____ 4. _____

Company/firm Name _____
St. Address (P.O. x) _____ City _____ State _____ Zip _____ Phone _____

TO REGISTER: Make checks payable to Employment and Training Association. Mail this form along with payment to Christine Richard, Dane County Job Center, 1819 Aberg Avenue, Madison, WI 53704, **OR**, FAX to (608) 242-4917
Attn: Christine Richard. NOTE: To ensure your registration is accepted, please send payment immediately.

HERE'S WHAT WE'LL COVER!

8:45 a.m. “Defining Misconduct Under Wisconsin’s UI Law” Identifies the factors used by UI staff and the courts to define misconduct which can result in a claimant’s disqualification for UI benefits. Covers what is and isn’t a termination for misconduct, including absenteeism, dishonesty, and violation of company rules. Also covers the basic elements which UI considers in its investigation of a discharge issue, what information UI requests from employers and claimants, and their appeal rights.

10:15 a.m. “You Be the UI Judge” Reviews summaries typical of actual, contested UI cases, allowing the audience members to decide how they would rule if they were the Administrative Law Judge. Covers issues such as discharges, quits, suspensions due to physical restrictions, and other miscellaneous specialty areas. Cases prepared and session led by an experienced UI Administrative Law Judge.

12:30 p.m. “Understanding the Principles of Worker’s Compensation Law” Focuses both on an overview of the key principles underlying the WC system and on practical, useful ideas for employers to implement in handling WC claims. Includes advice on establishing an effective injury reporting process, receiving employee accident reports, communicating with WC insurance carriers, investigating reports of work-related injuries, and steps to follow when presenting evidence on behalf of employers at hearings.

2:00 p.m. “Workplace Harassment” Provides information about harassment under the Wisconsin Fair Employment Law. Includes a discussion of sexual harassment and harassment based on other characteristics such as race, color, national origin, and sexual orientation. Utilizes case law to illustrate concepts, emphasizes the importance of strong company policies prohibiting unlawful harassment, and provides suggestions for handling and investigating complaints.

HERE ARE YOUR PRESENTERS!

LAURA PARKER has been with the Unemployment Insurance Division since 2001. She worked as an adjudicator and is currently employed by the division as a Disputed Claims Analyst. In that capacity, she helps develop laws and policies for Unemployment Insurance, trains adjudicators, evaluates decisions using state and federal guidelines, provides technical assistance on complex claims, and responds to inquiries from employers, claimants, and the legislature. She is a 1997 graduate of University of Wisconsin-Green Bay with a BA degree in Human Development and in Public Administration.

ANN MOLITOR is the Senior Administrative Law Judge in the Unemployment Insurance Division’s Madison Hearing Office. In addition to performing supervisory duties, she conducts formal hearings concerning eligibility for unemployment benefits and issues written legal decisions. Ann has been with DWD since November 2004. Prior to her current work as an Administrative Law Judge, she worked as a civil prosecutor and as a legislative staff attorney. Ann is on the Board of the Government Lawyers Division of the State Bar of Wisconsin and currently serves as the Division’s Treasurer. She earned her undergraduate degree from Marquette University and her law degree from the University of Wisconsin.

JAMES T. O’MALLEY is the Director of the Bureau of Legal Services. He had served as an Administrative Law Judge with the Worker’s Compensation Division since July 1984 and since October 1989 as a section chief. From November 1976 to July 1984 Jim was an Administrative Law Judge in the Division of Unemployment Insurance. He also served as a member of the Executive Committee of the International Association of Industrial Accident Boards and Commissions from 1991-93. He is a 1972 graduate of the University of Wisconsin-LaCrosse and received his law degree from St. Mary’s University in 1975.

MARLENE DUFFIELD is the Madison and Upstate Investigation Supervisor in the Civil Rights Bureau for the Equal Rights Division of the Department of Workforce Development. She supervises sixteen civil rights investigators who handle the investigation of complaints of discrimination in employment, housing, and public accommodations, and also under the family and medical leave act. Marlene has a master degree from the University of Illinois. She has worked in the private sector and been with the state for several years as a supervisor and in DWD since 1998.

IS THIS YOUR FIRST CLINIC?

THIS DAY-LONG CLINIC will include speakers from the Unemployment Insurance and Equal Rights Divisions with detailed information and practical guidance to help employers avoid violating state laws and rules in the topic areas on the Clinic agenda. This educational program contains information that will help employers prepare for state agency hearings and other administrative proceedings, if they become necessary. There will be ample opportunities to ask questions of the presenters, all of who are experts in the laws and programs of which they speak.

THE WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT does not discriminate on the basis of disability in the provision of services or in employment. If you need assistance in using this service, please contact us. Deaf, hearing- or speech-impaired callers may reach us through the Wis. Telecommunication Relay System (WisTRS).

A schedule of **FUTURE LABOR LAW CLINICS** can be viewed on the Department of Workforce Development website at: <http://dwd.wisconsin.gov/laborlaw/>